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TERRY E. BRANSTAD  
GOVERNOR

OFFICE OF THE GOVERNOR

KIM REYNOLDS  
LT. GOVERNOR

June 4, 2012

RECEIVED

JUN 20 2012

Director's Office

Ms. Deborah V. Durham, Director  
Iowa Economic Development Authority  
200 E Grand Avenue  
Des Moines, IA 50309

Dear Debi,


I would like to take this opportunity to thank you for your dedication to the Branstad/Reynolds administration. Your strengths as a director, including a broad knowledge of business and community development, government, politics, and communications, help us to keep our leadership agenda moving forward.

Since you are at the top of your statutory pay range (\$154,300 annually,) I am approving a \$30,700 recruitment/ retention bonus effective with the pay period beginning June 22, 2012. This will bring your total annual compensation to \$185,000. The recruitment/ retention bonus will be paid out in 26 equal installments of \$1,180.77.

In accordance with Iowa Administrative Rule 53.9(5), as a condition of receiving recruitment or retention pay, you are required to sign an agreement to continue employment for a specified period of time following receipt of payment. A 12-month period of time has been deemed commensurate with the amount of payment you will receive. If you terminate for cause or voluntarily leave state employment you will be required to repay the proportionate amount of the payment for the time remaining. This will be recouped from your final paycheck.

Again, thank you for your time and the important work you do. Please let me know if you have any questions or concerns.

Sincerely,

  
Jeffrey Boeyink  
Chief of Staff

C. Governor Branstad  
Lt. Governor Reynolds  
Personnel File



FY12

TERRY E. BRANSTAD  
GOVERNOR

OFFICE OF THE GOVERNOR

KIM REYNOLDS  
LT. GOVERNOR

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AUG 26 2011

August 19, 2011

Director's Office

Ms. Deborah V. Durham, Director  
Iowa Economic Development Authority  
200 E. Grand Avenue  
Des Moines, IA 50309

Dear Debi,

I would like to take this opportunity to thank you for your dedication to the Branstad/Reynolds administration. Your strengths as a director, including a broad knowledge of business and community development, government, politics and communications, help us to keep our leadership agenda moving forward.

Since you are at the top of your statutory pay range (\$154,300 annually,) I am approving a \$30,700 recruitment/retention bonus retroactive to the pay period beginning June 24, 2011. This will bring your total annual compensation to \$185,000. The recruitment/retention bonus will be paid out in 26 equal installments of \$1,180.77.

In accordance with Iowa Administrative Rule 53.9(5), as a condition of receiving recruitment or retention pay, you are required to sign an agreement to continue employment for a specified period of time following receipt of payment. A 12-month period of time has been deemed commensurate with the amount of payment you will receive. If you terminate for cause or voluntarily leave state employment before completing the time requirement, you will be required to repay the proportionate amount of the payment for the time remaining. This will be recouped from your final paycheck.

Again, thank you for your time and the important work you do. Please let me know if you have any questions or concerns.

Sincerely,

  
Jeffrey Boeyink  
Chief of Staff

C. Governor Branstad  
Lt. Governor Reynolds  
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